



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY MATERIEL COMMAND
5001 EISENHOWER AVENUE, ALEXANDRIA, VA 22333 - 0001

REPLY TO
ATTENTION OF

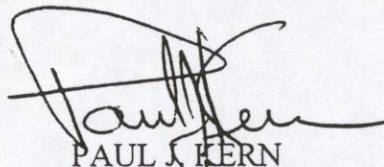
AMCPE-C

29 March 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Linking Performance to the U.S. Army Materiel Command (AMC) Strategic Plan

1. Once the new AMC Strategic Plan is in place, we shall have a common vision and overarching goals and objectives. The plan is a beginning. Carrying it out depends on performance by the people of this command. Each member of the AMC force, from commanders to mechanics, should know how his or her work supports the command vision and helps fulfill the goals.
2. Our personnel management practices must reinforce each person's stake in AMC's future. Rating officials should address contributions to the AMC goals and objectives in performance objectives and in performance evaluation reports and awards, both performance and honorary. In all senior evaluation reports approved by me, my Deputy, or my Chief of Staff, and in all awards submitted for major command approval, identify which AMC goals and objectives were supported by the person's accomplishments, and address how they furthered the command plan. These contributions will be paramount in ratings and recognition under my purview. I am not looking for stock work objectives or remarks, or to limit individual performance plans and recognition to the AMC Strategic Plan. Our staffs do many more functions which are essential to our mission, and they also deserve to be recognized for that work.
3. To transform AMC into the kind of organization we consider essential to the Army's future, we must engage everyone in carrying out the AMC Strategic Plan. We must reward performance results which support our most important aims. We already have a hard working, effective work force. They can achieve even more, as long as those of us in charge clearly communicate our priorities and reinforce the message through our leadership actions.



PAUL J. KERN
General, USA
Commanding

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